

House File 50 - Introduced

HOUSE FILE 50

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A BILL FOR

1 An Act requiring arbitrators of public employee collective
2 bargaining agreements to compare public-sector employment
3 with private-sector employment.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 20.22, subsection 7, Code 2011, is
2 amended to read as follows:

3 7. The arbitrator shall consider, in addition to any other
4 relevant factors, the following factors:

5 a. Past collective bargaining contracts between the parties
6 including the bargaining that led up to such contracts.

7 b. Comparison of wages, benefits, hours, and conditions
8 of employment of the involved public employees with those of
9 ~~other public~~ private-sector employees doing comparable work,
10 giving consideration to factors peculiar to the area and the
11 classifications involved. In considering this comparison, the
12 arbitrator shall strive to maintain parity in wages, benefits,
13 hours, and conditions of employment between the public sector
14 and the private sector for comparable types of work.

15 c. The interests and welfare of the public, ~~the ability of~~
16 ~~the public employer to finance economic adjustments and the~~
17 ~~effect of such adjustments on the normal standard of services.~~

18 ~~d. The power of the public employer to levy taxes and~~
19 ~~appropriate funds for the conduct of its operations.~~

20 EXPLANATION

21 This bill requires that an arbitrator of a public employee
22 collective bargaining agreement consider, among other factors,
23 a comparison of wages, benefits, hours, and conditions of
24 employment of the involved public employees with those of
25 private-sector employees doing comparable work. The bill
26 requires an arbitrator making that comparison to strive to
27 maintain parity in wages, benefits, hours, and conditions of
28 employment between the public sector and the private sector for
29 comparable types of work.

30 Current law requires an arbitrator to compare wages, hours,
31 and conditions of employment of the involved public employees
32 with those of other public employees doing comparable work.
33 The bill removes the requirement that an arbitrator consider as
34 a factor the ability of a public employer to finance economic
35 adjustments and the effect of such adjustments on the normal

1 standard of services. The bill removes the requirement that
2 an arbitrator consider the power of a public employer to levy
3 taxes and appropriate funds for the conduct of its operations.